

Chapel Street Nursery School Anti-Bullying Policy

Approved by GB	Date: October 2018
Signed by Chair	Signature: Romina Adabra
Due for Review	Date: June 2020

Chapel Street Nursery School believes that their children have the right to play and learn in a supportive, caring and safe environment. If behavioural expectations are consistent and reasonable boundaries are put in place by caring and supportive practitioners, it can minimise the occurrence of bullying. It is important therefore that Chapel Street has a clear written policy to promote this belief.

Bullying affects everyone, not just the bullies and the victims. No one person or group, whether staff or child, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the nursery.

Although bullying in the strongest context of the word does not generally occur at Chapel Street it is recognised by practitioners that preschool children are developing their personalities and friendships, as well as exploring boundaries and appropriate behaviour which can result in conflict and clashes of personality.

Practitioners minimise occurrences by being observant and recognising that some children prefer the company of others and some don't. Fully understanding each child and observing them helps with the restorative approach Chapel Street uses. If any level of bullying is suspected, observed or reported, the matter will be taken seriously, dealt with promptly and all parties will be supported appropriately and fairly.

This will involve all working towards a shared understanding of the causes of the behaviour. Chapel Street understands that all behaviour is a form of communication and should be recognised as such. Matters will be documented as necessary and reported to the head and parents if deemed necessary.

What is Bullying

Bullying can occur through several types of anti-social behaviour. It can be:

- ❖ Physical - a child can be physically punched, kicked, hit, spat at etc.
- ❖ Verbal - this can be name calling
- ❖ Emotional - being excluded from play with those they believe to be their friends.

As a Parent

1. Look for unusual behaviour in your child. For example, they may suddenly not wish to attend nursery or they may regularly say that they feel ill.
2. Always take an active role in your child's education. Enquire how their day has gone and who they have spent their time with.

3. If your child encounters any problems at nursery inform your child's keyworker. Your comments will be taken seriously and appropriate action will follow as soon as possible.
4. It is important that you advise your child not to fight back. It can make matters worse; tell them to ask for help and to tell any adult as soon as possible so the incident can be dealt with effectively.

As a Nursery

1. Provide an enabling and proactive environment in order to minimise opportunities for bullying.
2. Use any opportunity to discuss the appropriate way to behave towards each other: circle time, topics, when going outside, snack time, signing for behaviours etc.
3. Deal quickly, firmly and fairly with any communication with parents.
4. The staff will continue to have a firm but fair approach to behaviour management. The rules will be few, simple and easy to understand.
5. We will not use teaching materials or equipment which gives a negative view of any group because of their ethnic origin, gender etc.
6. Encourage children to discuss their feelings and to form positive attitudes towards other people and to explore what friendship is. We will do this through our Values curriculum.
7. Encourage children to treat everyone with respect.
8. We will treat bullying as a serious offence and follow the ethos of being kind, sharing and caring.
9. Have continuous professional development for all staff for to support children with managing feelings and behaviour.

Action to be taken when bullying is suspected

We will support children by following the six steps of conflict resolution as follows

- ❖ Approach calmly, stopping any harmful actions.
- ❖ Acknowledge all children's feelings.
- ❖ Gather information from all parties.
- ❖ Restate the problem.
- ❖ Ask for ideas and solutions and choose one together.
- ❖ Be prepared to give follow up support.

We will speak openly with parents/carers in order to come to a mutual agreement regarding action to move the situation forwards in a way which meets individual needs. If necessary, outside agencies will be contacted in order to support the setting, child and parent/carers.